

School Board Leadership and Development

BUDGET REQUEST: \$2.5 million

SUMMARY: According to Aspen Group International, Coherent Governance training includes the following four areas: Governance Culture; Board/CEO Relations; Operational Expectations; and Results. Through this rigorous workshop, district leadership will gain skills to align inputs to outcomes and identify high-impact actions that can support continuous improvement.

Districts would have a gradual onboarding to the training and district-level coaching supports through implementation. Investing in our school boards provides an opportunity to “build something bigger than itself, enabling members to leave a legacy of visionary leadership for those...who follow”.ⁱ

This request aligns with ARPA allowable uses in that providing school board governance training would support each community to address the educational disparities, improve outcomes for all students and transform for the school experience to forever change the education landscape in North Dakota.

1. Effective school boards commit to a vision of high expectations for student achievement and quality instruction and define clear goals toward that vision.
2. Effective school boards have strong shared beliefs and values about what is possible for students and their ability to learn, and of the system and its ability to teach all children at high levels.
3. Effective school boards are accountability driven, spending less time on operational issues and more time focused on policies to improve student achievement.
4. Effective school boards have a collaborative relationship with staff and the community and establish a strong communications structure to inform and engage both internal and external stakeholders in setting and achieving district goals.
5. Effective boards are data savvy; they embrace and monitor data, even when the information is negative, and use it to drive continuous improvement.
6. Effective school boards align and sustain resources, such as professional development, to meet district goals.
7. Effective school boards lead as a united team with the superintendent, each from their respective roles, with strong collaboration and mutual trust.
8. Effective school boards take part in team development and training, sometimes with their superintendents, to build shared knowledge, values and commitments for their improvement efforts.ⁱⁱ

ADDITIONAL INFORMATION:

- No additional FTEs would be needed.
- School districts will apply for this opportunity to reimburse costs for the governance training and continued training and coaching support; districts will need to contribute some matching funds in order to demonstrate their commitment to this investment.
- Year 1 would include the most intensive training for school board members, superintendents, and the administrative team. Year 2 and beyond includes ongoing professional learning and coaching.

- Cost per district is estimated around \$90,000 for a four-year investment. ⁱⁱⁱ
 - Approximately \$50,000 for the initial startup trainings.
 - Approximately \$10,000 for the annual learning and ongoing coaching for the board and superintendent following the initial startup training.

ⁱ <https://aspengroup.org/coherent-governance/>

ⁱⁱ *Eight Characteristics of Effective School Boards* by Center for Public Education <https://www.nsba.org/-/media/NSBA/File/cpe-eight-characteristics-of-effective-school-boards-report-december-2019.pdf>

ⁱⁱⁱ This is an estimation based on research done of other districts across the state and conversations with outside entities. This amount is estimated to be on the high end.